



THE STATE EDUCATION DEPARTMENT / THE UNIVERSITY OF THE STATE OF NEW YORK / ALBANY, NY 12234

TO: P-12 Education Committee
FROM: John L. D'Agati
SUBJECT: Early Childhood Blue Ribbon Committee Workforce Focus Group Additional Recommendations
DATE: February 24, 2020
AUTHORIZATION(S): *Sharon L. Tabor*

SUMMARY

Issue for Discussion

Update on the work of the Board of Regents Early Childhood Blue Ribbon Committee Workforce Focus Group's recommendations to improve teacher and leader preparation programs.

Reason(s) for Consideration

For informational purposes.

Background Information

In July 2017, the New York State Board of Regents established the Early Childhood Blue Ribbon Committee (ECBRC) comprised of more than 60 State and national early childhood experts. The overarching vision of the ECBRC has been to transform the *Birth to Age 8/Grade 3* early care and education system in the State of New York to one where ALL children thrive from birth, flourish in preschool, enter the school-age program on a trajectory of success, and are academically proficient in third grade by growing up healthy and having opportunities for high-quality early learning experiences that are culturally, linguistically, and developmentally appropriate.¹

The [ECBRC's September 2018 Report of Final Recommendations](http://www.p12.nysed.gov/earlylearning/documents/ECBRCFinalReport2018.pdf) (<http://www.p12.nysed.gov/earlylearning/documents/ECBRCFinalReport2018.pdf>)

¹ [NYS Board of Regents Early Childhood Workgroup's Blue Ribbon Committee's 2018 Report of Final Recommendations, p. 5.](#)

provides a set of thoughtful researched-based recommendations aligned with the Board of Regents Birth to Age 8/Grade 3 vision articulated in the 2005 [Regents Policy on Early Education for Student Achievement in a Global Community](http://www.regents.nysed.gov/common/regents/files/documents/meetings/2006Meetings/January2006/106emscvesida1.htm) (<http://www.regents.nysed.gov/common/regents/files/documents/meetings/2006Meetings/January2006/106emscvesida1.htm>) that collectively demonstrate a comprehensive strategy to ensure our youngest New Yorkers have entered the school-age program on a trajectory of success in school and in life. All recommendations consider culture, race, ethnicity, language, citizenship status, and socioeconomic status of children and families.

In September 2019, with support from the National Association of State Boards of Education (NASBE), the ECBRC formed a focus group of approximately 25 members with expertise and experience in elevating New York State's early childhood workforce. The focus group met four times in the fall of 2019.

Operationalizing ECBRC's Workforce Recommendations

The ECBRC Workforce Report of Final Recommendations advocated that the Department develop cross-system collaborations to create incentives and pathways, starting from high school through postgraduate study, that would effectively recruit, prepare, support, and retain high-quality racially, culturally, and linguistically diverse New York State-certified teachers and leaders in all educational settings.

The charge of the 2019 ECBRC Focus Group: Strengthening Early Childhood Teachers and Leaders, has been to *operationalize* ECBRC's associated 2018 workforce recommendations by developing the framework for the creation of innovative best practices and collaborative initiatives that would result in NYS-certified Birth to Age 8/Grade 3 teachers and Birth to Grade 12 school leaders who have linguistic competence, know their children and how they learn and develop and demonstrate developmentally and culturally appropriate practices.

At the December 2019 Regents meeting, staff updated the Board regarding the proposed model programs that were included as a Board of Regents Fiscal Year 2021 Budget Proposal. The proposal requested that funding be allocated to establish a research-based, innovative, high quality Birth to Grade 3 Teacher Preparation Collaborative and Birth to Grade 12 Leader Preparation Advanced Certification in Early Learning.

Implementation of the remaining recommendations will require continued collaboration with the ECBRC Focus Group; institutions of higher education offering Early Childhood Education, School Building Leader, and/or School District Leader preparation programs; Office of Children and Family Services and others. The recommendations include attracting diverse teacher and leader candidates and ensuring diverse young learners receive an education that is based on the most current Birth to Age 8 brain science and research, supports the comprehensive well-being of children and families, and is provided by exceptionally prepared high quality teachers and leaders who reflect the communities, cultures, and languages of the children and families they serve.

Related Regents Items

December 2017: [Board of Regents Early Childhood Workgroup's Blue Ribbon Committee Full Board Presentation of Budget Recommendations](https://www.regents.nysed.gov/common/regents/files/Early%20Childhood_BRCRecsCVR_%20FINAL12_7_2017.pdf)

(https://www.regents.nysed.gov/common/regents/files/Early%20Childhood_BRCRecsCVR_%20FINAL12_7_2017.pdf)

September 2018: [Full Board Presentation on New York State Board of Regents Early Childhood Workgroup's Blue Ribbon Committee Report on Final Recommendations](http://www.p12.nysed.gov/earlylearning/documents/ECBRCFinalReport2018.pdf)

(<http://www.p12.nysed.gov/earlylearning/documents/ECBRCFinalReport2018.pdf>)

November 2019: [Educator Diversity Report](https://www.regents.nysed.gov/common/regents/files/1119hed2.pdf)

(<https://www.regents.nysed.gov/common/regents/files/1119hed2.pdf>)

December 2019: [Early Childhood Blue Ribbon Committee Workforce Focus Group Update](http://www.regents.nysed.gov/meetings/2019/2019-12/p-12-education) (<http://www.regents.nysed.gov/meetings/2019/2019-12/p-12-education>)

Next Steps

Department staff will continue to work with ECBRC's Workforce Focus Group to move forward its remaining recommendations to continue to transform the Early Childhood Education workforce.

Appendix

**2019-20 Board of Regents Early Childhood Workgroup’s Blue Ribbon Committee
Focus Group: Strengthening Teachers and Leaders**

Member Name	Affiliation
Ms. Georgia Ascitutto	Office of New York State Senator Shelley Mayer
Dr. April Bedford	City University of New York, Brooklyn College, School of Education
Ms. Claudine Campanelli	City University of New York, School for Professional Studies, New York Early Childhood Professional Development Institute
Ms. Jodina Clanton	New York City Department of Education, Division of Early Childhood Education
Ms. Sherry Cleary	City University of New York, Early Childhood Professional Development Institute
Ms. Andrea Coddett	Yonkers Public Schools
Ms. Stephanie D. David, JD, MPH	Common Ground Health, Healthi Kids Initiative
Ms. Marielys Divanne	United Way of New York City
Dr. Thelma Dye	Northside Center for Child Development
Dr. Cindy Gallagher	School Administrators Association of New York State
Ms. Soledad Hiciano	Community Association of Progressive Dominicans and ACACIA Network
Ms. Kristen Kerr	New York State Association for the Education of Young Children

Ms. Katherine Kurjakovic	United Federation of Teachers, Office of Vice President for Education, Evelyn DeJesus
Ms. Hope Lesane	The Education Trust – New York
Ms. Maryann Marrapodi	Hispanic Information & Telecommunications Network
Ms. Benita Miller	Brooklyn Kindergarten Society
Dr. Janice Molnar	New York State Office of Children and Family Services, Division of Child Care Services
Dr. Zoila Morell	City University of New York, Herbert H. Lehman College, Early Childhood Graduate Program
Dr. Aisha Ray	Erikson Institute
Ms. Alycia Rhinehart	New York City Department of Education, Division of Early Childhood Education
Mr. Jorge Saenz De Viteri	Office of Head Start Training and Technical Assistance Network, Region II
Ms. Rosemarie Sinclair	Council of School Supervisors and Administrators
Dr. Mariana Souto-Manning	Columbia University, Teachers College, Early Childhood and Special Education Programs and Center for Innovation in Teacher Education and Development
Ms. Ellen Sullivan	New York State United Teachers
Ms. Lorelei Vargas	Trinity Commons
Ms. Sheena Wright, Esq.	United Way of New York City